



**Government of India**  
**Ministry of Defence**  
**Defence Research & Development Organisation (DRDO)**  
**Gas Turbine Research Establishment (GTRE) – Bengaluru - 560093**

**Engagement of Retired Government Employees as 'Consultant' in GTRE on contract basis**

**Advertisement No.:** DRDO/GTRE/HRD/Consultants/08/2022

**Opening Date :** 15/09/2022

**Closing Date: 07/10/ 2022**

DRDO/GTRE invites applications for retired employees from Central Government/State Government/PSU/Autonomous Bodies having considerable experience of functioning of Central Government Ministries/Departments for engagement as Consultant on short term contract basis as per Post Specific Terms of Reference (TOR). The relevant details and eligibility criteria are given below:

Sr. No.	Post Code	No. of Posts	Pay Level of Retired official	Category	Post Specific Terms& Conditions (TOR)	Location
01	2022/GTRE/093	1	Level 11	Technical	Refer <a href="#">Annexure A (1)</a>	Bengaluru
02	2022/GTRE/094	1	Level 11	Technical	Refer <a href="#">Annexure A (2)</a>	
03	2022/GTRE/095	1	Level 11	Technical	Refer <a href="#">Annexure A (3)</a>	
04	2022/GTRE/096	1	Level 10/11	Technical	Refer <a href="#">Annexure A (4)</a>	

**General Terms & Conditions:-**

**Experience:**

- Technical Officers/ Officials who have retired from Central / State Govts, PSUs, Autonomous Bodies, Universities. Govt. R&D Organizations and possessing practical knowledge and experience in the field for which he/she is applying (as per annexed TOR for each post code).
- Persons possessing experience of having worked with DRDO would be accorded preference during selection/appointment.
- He/ She should have effective communication (both oral and written) and interpersonal skills with a strong flair for in-depth examination of his/her areas of work.

**Age Limit:** The maximum age limit for all categories of retired employees for applying will be **63 years** as on the closing date of the application.

**Remuneration& Allowances:**

- Remuneration:** A fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount so fixed shall remain unchanged for the term of the contract. There will be no annual increment/ percentage increase during the contract period.

b) **Conveyance Allowance:** A fixed monthly amount as conveyance allowance for the purpose of commuting between the residence and the place of work shall be allowed as mentioned below:

**Rs. 3000/-** Upto Level – 11

c) **Allowances:-** Consultants shall not be entitled to any kind of allowance/benefit such as Dearness Allowance, Transport Facility, Residential Accommodation, Personal Staff, CGHS, Medical reimbursement etc. However, should they require to travel inside the country in connection with the official work of the organization, he would be entitled to TA/DA at the rate commensurate with his/her Grade Pay/Pay Level (as may be applicable) from which he/she retired.

d) **Drawal of Pension:** A retired Govt. official appointed as a consultant shall continue to draw pension and the dearness relief on pension during the period of his engagement as a consultant. His/her engagement as consultant shall not be construed as a case of re-employment.

No retired Government Servant shall be eligible for appointment as a Consultant unless there is a gap of fifteen (15) days between his/her retirement and appointment as consultant.

The detailed terms and conditions of the contract are enclosed as [Appendix-B](#).

Interested eligible retired officials of Central Government/State Government/PSU/Autonomous Bodies may submit their applications in the enclosed **FORMAT (Appendix-'A')** along with copy of documents as referred in the application to the Director, GTRE mentioned separately in **Annexed TOR** for each post code. The applications can also be sent by email [director.gtre@gov.in](mailto:director.gtre@gov.in). Incomplete/ineligible applications/applications sent to address other than mentioned address in annexed TOR or applications received after closing date will be rejected automatically without any intimation to individual. The DRDO reserves all right to accept or reject in part or in full or all the responses without assigning any reasons whatsoever.

**Candidates applying for more than one Post Code required to submit separate Application for each Post Code.**

**Cutoff date** for receipt of application is **21 days from the publish of Advertisement.**

## **Annexure A (1)**

(Ref : Advt. DRDO/GTRE/HRD/Consultant/005/2022)

### **Post Specific Terms& Conditions (TOR)**

#### **(1). TOR for engagement of consultant for Post code 2022/GTRE/093**

(i) **Whether the proposed engagement is against vacant post or for specific project** : The proposed engagement is for specific project (Kaveri Dry Engine -KDE)

(ii) **Precise statement of objective for appointment of consultant**

(a) Discipline or domain where engagement of consultant is required : To carry out comprehensive mechanical maintenance of High precision and high accuracy CNC Machine tools (like Kondia 4-axis & 5-axis CNC Milling machines, Toshulin Vertical turn mill centers, Willemin Macodel 5-axis Blade machining centres, Study CNC Cylindrical Grinding machine ,Sulzer Metco Integrated Robotic Thermal spray facility) and High Technology equipments (CVE Electron Beam welder, Hind High Vacuum Heat treatment furnaces, Mec CNC Shot Peening machine, MEC Grit Blasting machine) for the manufacturing of Gas Turbine engine components, sub assemblies and assemblies.

(b) The expertise/skills/ knowledge required for engagement as consultant

- Past experience in comprehensive maintenance & spares planning of high precision and high accuracy CNC Machine tools and above listed critical gas turbine manufacturing technology equipments. Expert in trouble shooting and rectification of all breakdowns with minimum down time. Execution of scheduled calendar preventive maintenance of above listed critical machine tools and equipments.
- Vast Experience in Site preparation, Erection, installation & commissioning of highly critical and imported machine tools and special purpose machine for the manufacturing of Gas Turbine engine components sub assemblies and assemblies.

(iii) **Outline of task to be carried out**

- Breakdown maintenance of above listed CNC machine tools, Special purpose machine and equipments to reduce machine down time used for the manufacturing of Gas Turbine engine components, sub assemblies and assemblies .
- Erection, installation & commissioning of new machine tools along with coordination with the OEM engineer of the equipment.
- Preventive maintenance of critical CNC machine tools and SPMs.
- Logistics readiness for the relocation of machine, site readiness during erection of machine and their execution on site to ensure safe & timely completion of these activities, with utmost care to the machines & personnel.
- Imparting comprehensive maintenance training to the skilled personnel for the above machines listed being utilized for the manufacturing of Gas Turbine engine components, sub assemblies and assemblies.

(iv) **Estimated time period required for completion of tasks** – One Year Extendable for Second Year based on work / project requirement as decided by the competent authority.

## **Annexure A (2)**

(Ref : Advt. DRDO/GTRE/HRD/Consultant/005/2022)

### **(2) TOR for engagement of consultant for Post code - 2022/GTRE/094**

(i) **Whether the proposed engagement is against vacant post or for specific project** : The proposed engagement is for specific project (Kaveri Dry Engine -KDE)

(ii) **Precise statement of objective for appointment of consultant**

(a) To prepare the jobs by thorough study for machining operation on (04 No.'s) of CNC Deckel milling machines (FP4 and FPS).

(b) The expertise/skills knowledge required for engagement as consultant

- Past experience in machining of aero engine components and related knowledge in job setting, cutting tool selection, milling parameters etc for machining operations on Gas Turbine Engine Components made of Nickel based alloys, Titanium alloys & cobalt alloys.
- Experience in machining of Casings of Fan, Compressor, Turbine, Exhaust & Bearing Housings on CNC milling machines.

(iii) **Outline of task to be carried out**

- Training and technical guidance for the newly appointed technicians and apprentice trainees on CNC Deckel milling machines (FP4 and FPS).
- Receipt of fixture as per drawing and method sheet for specified operation.
- Checking for required cutting tool and measuring instruments availability.
- To coordinate with methods, PP&C, MPQC and maintenance division for necessary clarifications.
- To provide experience to the operators on the above while carry out the machining
- To conduct trial machining if required.
- To ensure successful execution of machining task on jobs with his wealth of experience in machining of gas turbine engine components made out of titanium alloys, nickel based alloys and meets the quality requirements.
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(iv) **Estimated time period required for completion of tasks** - One Year Extendable for second year based on work / project requirement as decided by the competent authority

### **Annexure A (3)**

(Ref : Advt. DRDO/GTRE/HRD/Consultant/005/2022)

### **(3) TOR for Engagement of Consultant for 2022/GTRE/095**

**(i) Whether the proposed engagement is against vacant post or specific work or project**

- It is for specific technical work to meet the requirement various critical IT related activities. This requirement is for fulfilling the need of Information Technology Group (ITG) for supporting various IT related activities and its technical documentation activities;

**(ii) Precise statement of objective for appointment of Consultant:**

**(a) Discipline or domain, where engagement of Consultant is required ;**

Experience in maintenance and troubleshooting networking systems, DRONA, EPABX and CCTV systems

**(b) The Expertise/Skills/knowledge required for engagement as consultant ;**

- Expertise of management and monitoring and servicing of all switches, routers, VLAN s, ACLs, Fiber & UTP cabling

(c) Knowledge in Firewall, IDS/IPS, DRONA, Anti spam virus and cyber security c Knowledge EPABX system and CCTV system

(d) Knowledge in installation and troubleshooting of MS Windows, Redhat and Ubuntu Linux servers and clients

(e) Skill for supervision on maintenance, troubleshooting activities of computers, workstation and local area networks.

Note: A candidate retired preferably from Level -11 would be ideally suitable for undertaking the above task

**(iii) Outline of the tasks to be carried out;**

(a) Installing necessary equipment to connect computers on to the Local Area Network (LAN).Configure VLANs and ports, Configure IPv4 and IPv6 Routing, Configure SPAN, Netflow / Sflow , Syslog on switches. Latest firmware up gradation for all networking devices

(b) Manage network connectivity to Server, storage and Security devices, Check Hardware, load, paths and apply security patches

(c) Checking of system logs for core switch, Datacenter Switch and all other switches.

(d) Managing all Patch Panels, cables, Modules, Racks etc. in the Network, Configure NMS for monitoring Network, VMs, Servers, Storages, Applications etc ....

(e) Verify event logs for UTMI Firewall device and other security devices.

(f) Installation of Windows Server, Linux server and clients.

(g) DRONA rules configuration management and maintenance. DRONA, and Internet Video.Conferencing management and maintenance.

(h) CCTV system and EPABX (Telephone exchange) administration and maintenance

	Activity	Time Plan for the activity and monitoring schedule
(a)	Health checks up on datacenter switches and routers.	Monthly, quarterly and half yearly
(b)	Administration and maintenance Firewall, IDS/IPS, Anti virus.	On going throughout the year
(c)	Supervision of maintenance, troubleshooting activities of computers, workstation and local area networks.	On going throughout the year
(d)	Preventive maintenance for DRONA, CCTY, EPABX System	Monthly, quarterly and half yearly
(e)	Error Log monitoring of critical servers	Monthly, quarterly and half yearly
(f)	Health check up of external links DRONA, CIAG, NKN, BSNL	On going throughout the year

(iv) Estimated time period required for completion of tasks:-1 year (12 months) Extendable for second year based on work / project requirement as decided by the competent authority

## **Annexure A (4)**

(Ref : Advt. DRDO/GTRE/HRD/Consultant/005/2022)

### **(4) TOR for Engagement of Consultants for Post code 2022/GTRE/096**

**(i) Whether the proposed engagement is against vacant post or for specific work or project**

It's for a specific series of work to meet the requirement of Kaveri Dry Engine project. This requirement is for fulfilling the needs of Engine Testing Group for undertaking various Developmental and Engine level tests and its documentation activities.

**(ii) Precise statement of objectives for appointment of Consultant:**

(a) Discipline or domain, where engagement of consultant is required: Engine Throttle Operation and Trouble shooting of Test Cell Systems.

(b) Expertise / skills / knowledge required for engagement as consultant; :- \

- Expertise in operation of Development Engine for critical tests according to test schedule and engine operation in emergency situation.
- Knowledge of Inspection and trouble shooting on various Test Cell systems such as Thrust stand system, Water brake dynamometer, Electronic Throttle Control System, Customer bleed extraction testset up and AMAGB-JFS integration test set up.
- Skills for supervision on assembly of various test set-up for the engine level tests.

**Note :** A candidate retired preferably from Level-10 or 11 would be ideally suitable for undertaking the above task.

**(iii) Outline of the tasks to be carried out:**

- (a) Inspection of Thrust stand system and overview of Power off-take test preparations.
- (b) Preparation of engine with various test set-up according to the type of test to 'be carried out.
- (c) Operate the developmental engine for critical tests as per particular Test schedule.

Activity	Time plan for the activity and Monitoring Schedule
(a) Inspection of Thrust stand system	Monthly, Quarterly and half yea'rly
(b) Supervision of Power off-take test preparations.	During each build before testing (on going throughout the year)
(c) Trouble shooting and rectification, if any during the series of testing.	Along with the Testing throughout the year ( parallel activity)
(d) Preparation of engine with various test set-up according to the type of test to be carried out.	Timelines as per the project schedule.
(e) Operate the developmental engine during each specific test run such as installed condition tests, . endurance run..etc as per particular Test schedule.	Timelines as per the project schedule.
(f) Preparation of test related reports, certificates after every engine run and on completion of every build as per the HQ assigned standards within 7-10 days of despatch of engine to assembly hangar.	Before and after the Testing of every engine build.

- (d) Trouble shooting and rectification if any, during the series of testing.
  - (e) Preparation of test related reports, certificates as per HQ assigned standard after every test run and on completion of every build within 7-10 days.
- (iv) **Estimated time period required for completion of tasks:-**1 year (12 months) Extendable for second year based on work I project requirement as decided by the competent authority.



**Appendix-A****Application Format**

1.	Post Code:	
	Advertisement No.:	<b>DRDO/GTRE/HRD/Consultants/08/2022</b>
2.	Name in Full: (in Block letters)	
3.	Date of superannuation: (DD-MMM-YYYY)	
4.	Designation at the time of Superannuation	
5.	Basic Pay & Grade Pay/ Pay Level at the time of Superannuation	
6.	Name of the Organization last served with address	
7.	Date of birth (DD-MMM-YYYY)	
8.	Age (As on closing date of advertisement):	
9.	Gender: Male/Female	
10.	Address for correspondence :	
	E_mail :	
	Contact No.:	Mobile No:  Landline:
11.	Educational Qualification (Graduation onwards):	
12.	Areas of Research : (for Scientific / Technical posts)	
	Area of Specialization : (for Admin. posts)	
13.	Complete record of services rendered in Organizations / Estts before superannuation: (with special reference to the experience in the level of post for which application is made)	

	Post Held with Pay Level	From	To	Subjects Handled (in brief)
14.	Complete list of published books / monographs Research papers etc. <i>(for Scientific / Technological posts only)</i>			
15.	Details of Knowledge of Computer			
16.	Any other relevant information <i>(please enclose separate sheet, if required)</i>			

**Declaration**

I hereby declare that the particulars furnished above are true and correct to the best of my knowledge and belief. I understand and agree that in the event of any information being found false OR incorrect/incomplete or ineligibility being detected at any time before or after selection, my candidature is liable to be rejected and I shall be bound by the decision of the Department. I have read this circular and ready to accept all the terms and conditions ([Appendix-B](#)) for engagement of Consultants.

(Signature of the Applicant)

Date:

**Following documents are to be enclosed by the applicant**

1. Identity Proof
2. Proof of Address
3. Copy of P.P.O
4. Copy of proofs of Educational Qualification
5. Copy of Service Verification Certificate

## **Appendix - B**

### **Terms and Conditions for engagement as Consultant in the Labs/Estts/ Units of DRDO**

1. The consultant shall perform the services as per Terms of Reference and the task/ jobs assigned to him/her by the Director of the concerned Lab/Estt/Unit, where he is engaged.
2. The working hours would be that of the working hours of the lab/estt/unit where he is engaged.
3. Under special circumstances, the Consultant could be called for services on holidays or beyond normal working hours for which no other benefits/ leave will be granted.
4. The term of the appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two year after the age of superannuation wherever adequate justification exists, the term may be extended based on a review of the task and the performance on the contract appointee, provided it shall not be extended beyond 5 year after superannuation. The consultant shall sign an agreement of confidentiality with the Government of India containing a clause on Ethics & Integrity.
5. The consultant shall be paid fixed remuneration and conveyance allowance as per Corrigendum of the para 6 of GoI letter No. DHRD/DRDO CONSULANT/GUIDELINES/E/D(R&D)/2019 dt 08<sup>th</sup> Apr 2020, issued vide Govt letter No.DHRD/DRDO CONSULANT/GUIDELINES/E/312/D(R&D)/2021 dated 30 Apr 2021. The consultant shall be paid a fixed monthly remuneration, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount so fixed shall remain unchanged for the term of the contract. There will be no annual increment / percentage increase during the contract period. Mandatory deduction, if any, will be made. The remuneration for services rendered in a month shall be payable in subsequent month.
6. Secretary DD(R&D) shall have the right to examine/review/ terminate the consultancy services provided by him/her at any time.
7. The consultant shall perform his/her obligations under his/her consultancy with all necessary skills, diligence, efficiency and economy.
8. The consultant shall meet high standard for ethics and integrity under the agreement of appointment.
9. No other facility whatsoever except remuneration and conveyance allowance shall be provided to him/her by DRDO in his/her capacity as Consultant.
10. The Department shall not be responsible for any loss, accident, damages/injury suffered by him/her whatsoever arising in or out of the execution of his/her work, including travel.
11. Consultants shall abide with Contract Agreement, Non-Disclosure Agreement, General Conduct Rules, Information Security Act and other restrictions as applicable to Govt employees.
12. Paid leave of absence at the rate of 1.5 days for each completed month of service. Accumulation of the leave beyond a calendar year may not be allowed.
13. During the terms of the consultancy, he/she shall not be engaged in any private business or professional activity which could conflict with the interest of the Government. The engagement of Consultants is of a temporary (non-official) nature against the specific jobs.

### **Declaration**

I, \_\_\_\_\_ S/o \_\_\_\_\_ hereby agree unconditionally with all above referred Terms and Conditions for engagement of consultant in DRDO.

Date :  
Place :

Signature of Applicant  
Name